SAP BTP Solution:
Talent Planning Solution
Intelligence in people management

Application Overview

An organization's talent lead must often juggle supply and demand of roles and employees with sometimes limited information. To greatly improve this process, Accenture has developed a tool that provides not only forecasts on upcoming demand but is also able to match that to employee skills and talent metrics.

Talent Planning Solution is a digital dashboard that provides advanced analytics on resource supply and demand levels and uses artificial intelligence (AI) to match and optimize role assignments.

Business Value

- Presents persona-based dashboards.
- Performs real-time tracking of project demand and resource supply.
- Provides optimized recommendations for talent development.

Technologies in Use

- SAP SuccessFactors
- SAP Cloud Platform
- SAP BTP Predictive Analytics
- Recast.AI

Solution

Talent Planning Solution is an SAP Cloud Platform-based dashboard integrated with SAP SuccessFactors.

The app is designed to capture both demand and supply data and provide analytics for targeted talent programs. It takes as inputs both business needs and employee preferences and delivers measurable business value.
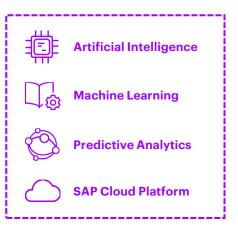
Features

- Built with SAP BTP and SAP Cloud Platform.
- Automated demand forecasting (planned and unplanned demand).
- Talent supply analytics.
- Simulations that track and project upcoming talent needs based on supply and demand trends.
- AI and natural language processing algorithms enable digital matching of candidates to demand.

Artificial Intelligence

Machine Learning

Predictive Analytics

SAP Cloud Platform

Click here to watch the video.